

Española Public Schools
Conviction Report

Submitted by: Gary Gregor
Print name legibly

Date 12-20-04

PLEASE READ CAREFULLY

Because of the tremendous responsibility Española Public Schools has to its school children and community, the following information is required from all applicants and employees regarding convictions.

A. RECORD OF CONVICTIONS: A record of conviction does not prohibit employment; however, failure to complete this form accurately and completely may mean disqualification from consideration for employment or may be cause for consideration of dismissal if employed. Applicants and employees must report any convictions that occur subsequent to the time they initially complete this form. Questions regarding this information should be directed to the Human Resources Director. Please read carefully and answer every question.

1. Have you ever been convicted of any of the following in any state or country at any time?

- (a) Felony Yes No (b) DWI Yes No (c) Sex Related Offense Yes No
(d) Drug Related Offense Yes No
(e) Have you ever been convicted of a minor offense other than a Traffic Violation? Yes No

2. If any of the lines above are marked "Yes", please provide a written explanation to include the following information: Conviction Charge, Date, Court, City and State of Conviction, amount of time and length of jail term or probation. Conviction means the final judgement on a verdict or a finding of Guilty, Plea of Guilty, or a Plea of Non Contendere, in any state or federal court, regardless of whether an appeal is pending or could be taken.

B. NOTICE: The Applicant is to give notice of any conviction for Dangerous Crimes against Children. These crimes are defined as Second Degree Murder, Aggravated Assault, Sexual Assault, Molestation of a Child, Sexual Conduct with a Minor, Sexual Exploitation of a Minor, Child Abuse, Kidnapping and Sexual Abuse.

C. BACKGROUND CHECK. All employment with Española Public Schools is conditional until the Board of Education approves such employment and until all Background Checks have proved to be satisfactory.

I understand that if I am considered as a finalist for or am actually recommended for employment, I will submit to a criminal background investigation, including mandatory fingerprinting, I will pay the required amount to determine my acceptability for employment. Criminal convictions shall not automatically bar an applicant from obtaining employment with Española Public School District, but pursuant to the Criminal Offender Convictions, may be the basis for refusing employment.

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B. AT WILL. I understand and agree that if I am hired, my employment will be for the first three years "at will". "At will" means that there will be no specific duration to my employment, that I may resign at any time and the Española Public Schools may terminate my employment at any time, with or without cause and with or without advance notice. I also understand that no statement or document can alter the "at will" nature of my employment.

I hereby certify that the information contained in this document is true, accurate, and complete, to the best of my knowledge and belief. Any misrepresentation or willful omission of facts shall be sufficient cause for disqualification of this application or termination of employment.

I further understand that failure to provide all or part of the information requested may result in the refusal of the Española Public School District to further consider me for possible employment.

C. CONFIDENTIALITY. I understand that the information contained in this application and the information submitted by me or obtained pursuant to this agreement and authorization is confidential. The information is for the exclusive use of the Española Public School District and its agents for employment decisions, and will not be transferred to any other entity without my written authorization unless required to be disclosed upon request by either New Mexico or Federal Law.

I understand that an employment offer is contingent upon confirmation from the Española Public Schools' Board of Education, and that all background checks and drug test results prove to be satisfactory.

Guy Meger
Signature of Applicant

Date

12-20-04



Espanola Public Schools

I certify that I have received the employee packet with the following information.

- . 2007-2008 Employee Contracts
- . 9 month School Calendar 2007-2008
- . Staff Conduct – Standards of professional Conduct
- . Bereavement Leave
- . Drug Free Workplace
- . Professional Staff Certification and Credentialing Requirements
- . Sabbatical Leave
- . Sick Leave
- . Sick Leave Bank
- . Transfer of Accrued Sick Leave
- . Sexual Harassment
- . Staff Grievances
- . Assignments and Transfers
- . Workers Compensation

Date 8-31-07

Print Name Gary Gregor

Signature Gary Gregor

Form W-4 (2008)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2008 expires February 16, 2009. See Pub. 505, Tax Withholding and Estimated Tax.

Note. You cannot claim exemption from withholding if (a) your income exceeds \$900 and includes more than \$300 of unearned income (for example, interest and dividends) and (b) another person can claim you as a dependent on their tax return.

Basic Instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits,

adjustments to income, or two-earner/multiple job situations. Complete all worksheets that apply. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 919, How Do I Adjust My Tax Withholding, for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax

payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 919 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 919 for details.

Nonresident alien. If you are a nonresident alien, see the Instructions for Form 8233 before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2008. See Pub. 919, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Personal Allowances Worksheet (Keep for your records.)

- | | | | |
|---|--|---|-----|
| A | Enter "1" for yourself if no one else can claim you as a dependent. | A | 1 |
| B | Enter "1" if: | B | |
| <ul style="list-style-type: none"> • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. | | | |
| C | Enter "1" for your spouse. But, you may choose to enter "0" if you are married and have either a working spouse or more than one job. (Entering "0" may help you avoid having too little tax withheld.) | C | 0/1 |
| D | Enter number of dependents (other than your spouse or yourself) you will claim on your tax return | D | 0 |
| E | Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) | E | |
| F | Enter "1" if you have at least \$1,500 of child or dependent care expenses for which you plan to claim a credit
<small>(Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)</small> | F | |
| G | Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. | G | |
| <ul style="list-style-type: none"> • If your total income will be less than \$58,000 (\$86,000 if married), enter "2" for each eligible child. • If your total income will be between \$58,000 and \$84,000 (\$86,000 and \$119,000 if married), enter "1" for each eligible child plus "1" additional if you have 4 or more eligible children. | | | |
| H | Add lines A through G and enter total here. <small>(Note. This may be different from the number of exemptions you claim on your tax return.)</small> | H | 2 |
| For accuracy, complete all worksheets that apply. <ul style="list-style-type: none"> • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2. • If you have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$40,000 (\$25,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld. • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below. | | | |

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4**

Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

OMB No. 1545-0074

2008

► Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.

1 Type or print your first name and middle initial.	Last name	2 Your social security number
Gary F	Gregor	939
Home address (number and street or rural route)		3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. <small>Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.</small>
P.O. Box 388		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ► <input type="checkbox"/>
City or town, state, and ZIP code		5 2
Espanola, NM 87532		6 \$
7 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		
6 Additional amount, if any, you want withheld from each paycheck		
7 I claim exemption from withholding for 2008, and I certify that I meet both of the following conditions for exemption.		
<ul style="list-style-type: none"> • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. 		
If you meet both conditions, write "Exempt" here ► 7		

Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature

(Form is not valid unless you sign it.) ► *Mary Hen*

Date ► 10-14-08

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

10 Employer identification number (EIN)

J-0981 © GBEC-EA

EXHIBIT EXHIBIT

DRUG - FREE WORKPLACE

NOTICE TO EMPLOYEES

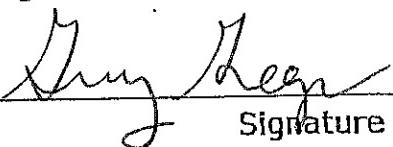
YOU ARE HEREBY NOTIFIED that it is a violation of Policy GBEC for any employee to violate the law or District policy in the manufacture, distribution, dispensing, possession, or use, on or in the workplace, of alcohol or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1308.11 through 1308.15.

Workplace includes any place where work is performed, including a school building or other school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; and off school property during any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the District. In addition, the workplace shall include all property owned, leased, or used by the District for any educational purpose.

YOU ARE FURTHER NOTIFIED that it is a condition of your employment that you will comply with Policy GBEC, and will notify your supervisor of your conviction under any criminal drug statute for a violation occurring in the workplace, not later than five (5) days after such conviction.

Any employee who violates the terms of the District's drug-free workplace policy in any manner is subject to discipline, which may include, but is not limited to, dismissal and/or referral for prosecution.

I have been provided with two (2) copies of this **Notice to Employees** for my review and signature. I understand that a signed copy will be placed in my personnel file.


Signature

8-31-07
Date

**PROFESSIONAL STAFF CERTIFICATION AND
CREDENTIALING REQUIREMENTS**

Gary Gregor
Name

Teacher
Position

I, Gary Gregor, being duly sworn, do hereby certify that I have never been convicted of or admitted in open court or pursuant to a plea agreement committing, and am not now awaiting trial for committing, any of the following criminal offenses in the state of New Mexico or similar offenses in any other jurisdiction:

Sexual abuse of a minor Incest First – or second – degree murder Kidnapping Arson Sexual assault Sexual exploitation of a minor Felony offenses involving contributing to the delinquency of a minor Commercial sexual exploitation of a minor Felony offenses involving sale, distribution, or transportation of, Offer to sell, transport, or distribute, Or conspiracy to sell, transport, or distribute marijuana or dangerous or narcotic drugs	Felony offenses involving the possession Or use of marijuana, dangerous drugs or narcotic drugs Misdemeanor offenses involving the Possession or use of marijuana or dangerous drugs Burglary in the first degree Burglary in the second or third degree Aggravated or armed robbery Robbery Child abuse Sexual conduct with a minor Molestation of a child Manslaughter Assault or Aggravated assault Exploitation of minors involving drug offenses
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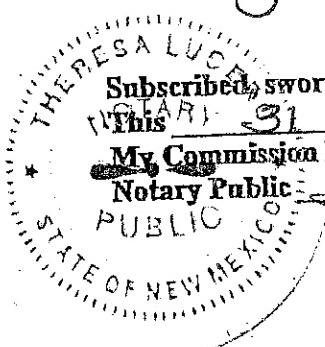
Theresa Lucci
Employee signature

8-31-07
Date signed

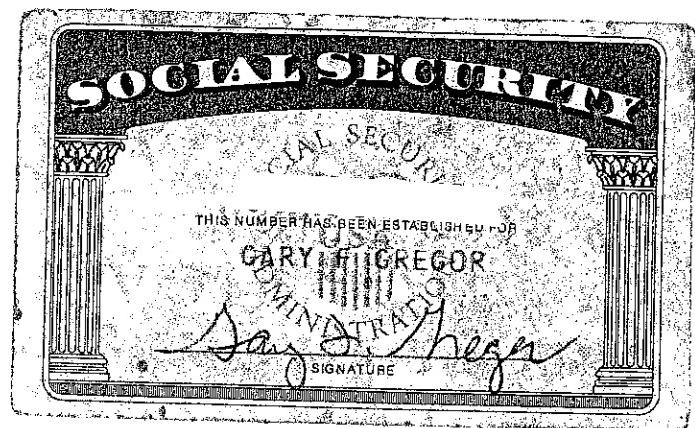
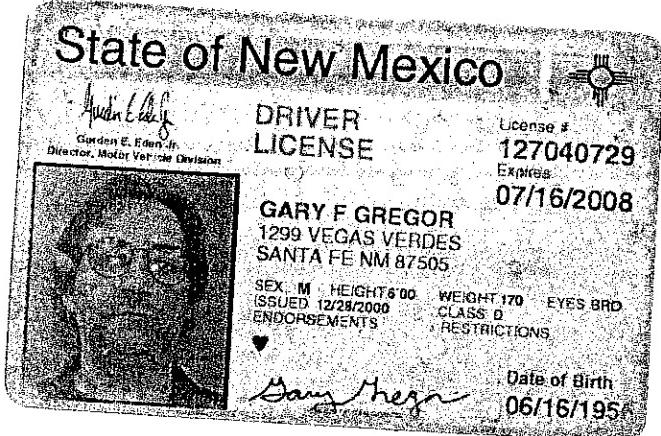
Subscribed, sworn to, and acknowledged before me by NM DL 127040729
This 31 day of August, 2007, in Person

My Commission Expires April 29, 2009

Notary Public Theresa Lucci



Espanola Public Schools
9/16/2006



NEW MEXICO EDUCATIONAL RETIREMENT BOARD

P.O. BOX 26129
 SANTA FE, NEW MEXICO 87502-0129
 (505) 827-8030 • FAX (505) 827-1855

EMPLOYEE INFORMATION

The information in this form is required in creating or updating your retirement record and is important when processing your retirement benefit or refunding your contributions.

Please type or complete in black ink.

Have you ever been employed with a New Mexico school system, college or university? yes no

Retired from P.E.R.A. Retired from E.R.A.

Name Change Previous Name _____

Beneficiary Change LAST FIRST M.I.

Address Change

SOCIAL SECURITY NUMBER -9393

NAME Gregor LAST Gary FIRST F DATE OF BIRTH 6-16-56

ADDRESS 1299 Vegas Verdes #44 CITY Santa Fe STATE NM ZIP 87507

TELEPHONE NUMBER 316-0555 SEX (M/F) m

BENEFICIARY NAME Richard Lindsey RELATIONSHIP friend DATE OF BIRTH

ADDRESS 1299 Vegas Verdes #44 CITY Santa Fe STATE NM ZIP 87507

EMPLOYEE SIGNATURE Jay Hhee DATE 1-6-05

EMPLOYER CERTIFICATION

This is to certify that the above person was employed in the capacity of:

Position Teacher on (Date) Jan 10, 05

and will be reported on the quarterly report for the period ending March 30, 2005

Administrative Unit Human Resources Signature Edwina Alvarado
 (EPS)

ESPAÑOLA PUBLIC SCHOOLS

Human Resources Department

714 Calle Don Diego

Española, New Mexico 87532

505-753-4287 505-753-4764 505-747-6986 FAX: 505-753-4699

Administrator/Teacher/Educator Application

[Complete All Sections – INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED]

Date: 13-20-04

316-0555

Name Gregor, Gary, F Telephone # 316-0555 Email gregor@sjc.sfe.k12.nm.us
Last Gregor First Gary M/M F
Address 1299 Vegas Verdes #44 Santa Fe Nm 87507
Street#/ PO Box City State Nm Zip 87507

Soc. Sec. # _____ U.S Citizen yes no Immigrant visa? Type: _____
Position of interest El. Ed. at: Elementary School Middle School High School
Special Ed.

Have you ever been convicted of any of the following in any state or country at any time?

Felony Yes No DWI/DUI Yes No Sex Related Offense Yes No
Drug Related Offense Yes No A Minor Offense Other Than A Traffic Violation Yes No

ATTACH A WRITTEN EXPLANATION FOR EACH "YES" RESPONSE.

Licensure/Certification:

Professional Field/Area	State	Issue Date	Expiration Date	License #
<u>El. Ed.</u>	<u>Nm</u>	<u>7-1-01</u>	<u>6-30-10</u>	<u>21059123</u>
<u>Special Ed.</u>	<u>Nm</u>	<u>7-1-01</u>	<u>6-30-10</u>	<u>21059123</u>

Educational Background:

Degree	Institution	Grad. Date	Major(s)	Minor(s)
<u>B.A.</u>	<u>Ricks College</u>	<u>1977</u>	<u>Psychology</u>	
	<u>Brigham Young University</u>		<u>El. Ed. & Special Ed.</u>	

Other Education or Specialized Training:

Type/Description
<u>Certified Great Books Program</u>
<u>Qualified for reading endorsement in Utah</u>
<u>Supervisor for Special Ed. Student teacher</u>

1299 Vegas Verde, #44
Santa Fe, NM 87505
Tel: (505) 316-0555

Gary F. Gregor

Objective Elementary or Special Education Teacher

Experience June 1999- present

Tutor

Sylvan Learning Center, Santa Fe, New Mexico

- Tutor in nationally affiliated, accredited after-school and summer program

August 1996- May 1997

Special Education Teacher

Hays/Lodge Pole Public Schools, Hays, Montana

- Coordinated and implemented lessons and IEPs in an inclusive setting for middle/high school and pull-out for elementary school on the reservation.
- Responsible for training classroom aides and instructors to meet the needs of special education students in compliance with state and federal regulations.
- Responsible for accurate completion and processing of all special education paperwork for the school district.

Tutor

Hays/Lodge Pole Public schools, Hays, Montana

- Created and implemented an after-school tutoring program designed to motivate at-risk students to stay in school through high school, thus reducing the district's high dropout rate.

NOTE: During the above-noted work experiences, I acted as principal/superintendent on numerous occasions in the absence of the school district's principal/superintendent.

College Professor

Fort Belknap College, Fort Belknap, Montana

- Part-time professor of psychology on the Fort Belknap Indian reservation.

August 1984- May 1996

Elementary Teacher

Davis County Public Schools, Farmington, Utah

- Elementary teacher for grades 4-6 in single and split-grade classrooms

Summer 1990

Teacher, Summer Migrant Program

- Supervised implementation of curriculum and program
- Supervised special education student teacher in this program

Instructional Philosophy

I believe that students should be involved in all aspects of the educational process. They should take part in formulating classroom rules and consequences. They should help in creating the environment of the classroom. They should also have, to a certain extant, a say in what they learn. I believe that the classroom environment should be such that students enjoy being in the classroom and look forward to being in school. I believe that as much as possible school work should be hands on. I believe that given enough time and enough help all students can be successful.

 The reason for choosing education as my profession

I was a counselor for 5 years and I really enjoy working with children. I really like to see children grow in their love for learning. I also enjoy continuing the learning process.

 My plans for the future and my commitment to EPS

I want to teach for EPS for the next several years and raise my family in the Espanola area.

 The extra job related responsibilities that interest me

I would be interested in tutoring, clubs, and literacy programs.

CONTRACT ADDENDUM

I, Gary Gregor, by signing below as Employee, understand and agree as follows:

1. I acknowledge that the Espanola Public Schools (EPS) will expend approximately \$3813.33 in support of my tuition, fees, and related costs for university course work leading to a Masters Degree in Teaching (hereinafter referred to as Tuition Costs) with the expectation that the expenditure for such endorsement will benefit EPS through the services I will render;
2. In consideration of my employment and of the benefits that will be conferred upon me by pursuing such coursework, I hereby agree that if I terminate my employment with EPS for any reason within four school years following the year in which I received, or would have received, my degree or endorsement, I will reimburse EPS for its expenditure of Tuition Costs on my behalf according to the following *pro rata* schedule:
 - a. If I terminate my employment before the completion of one full school year following the school year during which I receive, or would have received, my degree or endorsement, I agree to reimburse EPS 100% in Tuition Costs;
 - b. If I terminate my employment after the completion of one full school year, but before the completion of two full school years following the school year during which I receive, or would have received, my degree or endorsement, I agree to reimburse EPS 80% in Tuition Costs;
 - c. If I terminate my employment after the completion of two full school years, but before the completion of three full school years following the school year during which I receive, or would have received, my degree or endorsement, I agree to reimburse EPS 60% in Tuition Costs; and
 - d. If I terminate my employment after the completion of three full school years, but before the completion of four school years following the school year during which I receive, or would have received, my degree endorsement, I agree to reimburse EPS 100% in Tuition Costs.
3. I further acknowledge and agree that the obligations set forth in paragraph 2 shall survive the expiration or termination of the employment contract to which this agreement is an addendum.
4. I further understand and agree that any repayment provided for herein shall be due no later than ninety (90) days after my termination date. **In the event EPS refers this agreement to an attorney for enforcement of the repayment obligation, or legal action is required in order to collect the payments made to Employee under this agreement, Employee shall be responsible for reasonable attorney's fees and costs**

costs associated with such efforts.

5. I understand and acknowledge that, in the event EPS discharges or terminates me for any reason, I will be under no obligation to repay Tuition Costs as described herein.

Done this 6 day of Nov, 2008.

Gary Hays
Employees Signature

Espanola Public Schools

By: D. W. L.
Superintendent

Request for Taxpayer Identification Number and Certification

Give form to the requester. Do not send to the IRS.

Print or type See Specific Instructions on page 2.	Name (as shown on your income tax return)	
	<i>Gary Gregor</i>	
	Business name, if different from above	
	Check appropriate box: <input checked="" type="checkbox"/> Individual/Sole proprietor <input type="checkbox"/> Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Limited liability company. Enter the tax classification (D=disregarded entity, C=corporation, P=partnership) ► <input type="checkbox"/> Other (see instructions) ►	
	Address (number, street, and apt. or suite no.) <i>P.O. Box 388</i> City, state, and ZIP code <i>Espanola, NM 87532</i> List account number(s) here (optional)	
Requester's name and address (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Social security number	<i>9393</i>
or	
Employer identification number	

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here

Signature of
U.S. person

Date ► *9-11-08*

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
 2. Certify that you are not subject to backup withholding, or
 3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.
- Note.** If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following cases:

- The U.S. owner of a disregarded entity and not the entity,

ESPAÑOLA PUBLIC SCHOOL DISTRICT

CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2008 - 2009

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) - , beginning 8/11/2008, and ending 5/29/2009, as specified by the School District's calendar for the - school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2008-2009, the Employee's salary is \$44,403.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 14 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
11000-1000-51100-1010-055000-1411-0000	Level 2 License	\$44,403.00	100
		\$44,403.00	100

The contract salary for the school year 2008-2009 shall be paid the Employee in 21 @ 1/26 & 1 @ 5/26 installments. The first installment shall be due and payable on: 8/29/2008.

The contract salary for the school year 2008-2009 is based upon a school year of 181 teaching days, plus 6 non-teaching days, for a total of 187 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.

6. This contract may be canceled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.

7. This contract may be canceled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: Dale Cashier
Superintendent of Schools

Date: 8-29-08

Henry Hagan
Employee's Signature

Date: 10-12-08

ESPANOLA PUBLIC SCHOOL DISTRICT
CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2007 - 2008

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) 2007-2008, beginning 8/6/2007, and ending 5/23/2008, as specified by the School District's calendar for the 2007-2008 school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2007-2008, the Employee's salary is \$43,300.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 13 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
11000-1000-51100-1010-055000-1411-0000	Level 2 License	\$43,300.00	100
		\$43,300.00	100

The contract salary for the school year 2007-2008 shall be paid the Employee in 21 @ 1/26 & 1 @ 5/26 installments. The first installment shall be due and payable on: 8/29/2007.

The contract salary for the school year 2007-2008 is based upon a school year of 180 teaching days, plus 6 non-teaching days, for a total of 186 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.
6. This contract may be cancelled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.
7. This contract may be cancelled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: Dalh Cuchillo
Superintendent of Schools

Date: 8-6-07

Burke
Employee's Signature
Date: 8-31-07

COPY

ESPANOLA PUBLIC SCHOOL DISTRICT

CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2007 - 2008

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) 2007-2008, beginning 8/6/2007, and ending 5/23/2008, as specified by the School District's calendar for the 2007-2008 school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2007-2008, the Employee's salary is \$43,300.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 13 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
11000-1000-51100-1010-055000-1411-0000	Level 2 License	\$43,300.00	100
		\$43,300.00	100

The contract salary for the school year 2007-2008 shall be paid the Employee in 21 @ 1/26 & 1 @ 5/26 installments. The first installment shall be due and payable on: 8/29/2007.

The contract salary for the school year 2007-2008 is based upon a school year of 180 teaching days, plus 6 non-teaching days, for a total of 186 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.

6. This contract may be cancelled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.

7. This contract may be cancelled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: Dale Cuchillo
Superintendent of Schools

Date: 8-6-07

Gregory Lopez
Employee's Signature
Date: 9-12-07

ESPAÑOLA PUBLIC SCHOOL DISTRICT
CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2006 - 2007

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) 2006-2007, beginning 8/9/2006, and ending 5/24/2007, as specified by the School District's calendar for the 2006-2007 school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2006-2007, the Employee's salary is \$41,800.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 12 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
- - - - -	Level 2 License	\$41,800.00	100
		\$41,800.00	100

The contract salary for the school year 2006-2007 shall be paid the Employee in 21 @ 1/26 & 1 @ 5/26 installments. The first installment shall be due and payable on: 9/1/2006.

The contract salary for the school year 2006-2007 is based upon a school year of 180 teaching days, plus 6 non-teaching days, for a total of 186 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.
6. This contract may be cancelled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.
7. This contract may be cancelled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: D.H. Cushing
Superintendent of Schools

Date: 8-24-06

May Hogan
Employee's Signature
Date: 9-25-06

ESPAÑOLA PUBLIC SCHOOL DISTRICT

CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2005 - 2006

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) 2005-2006, beginning 8/15/2005, and ending 5/26/2006, as specified by the School District's calendar for the 2005-2006 school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2005-2006, the Employee's salary is \$40,011.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 11 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
11000-01-1411-10 -	Level II License	\$40,011.00	100
		<u>\$40,011.00</u>	<u>100</u>

The contract salary for the school year 2005-2006 shall be paid the Employee in 21 @ 1/26 & 1 @ 5/26 installments. The first installment shall be due and payable on: 9/2/2005.

The contract salary for the school year 2005-2006 is based upon a school year of 172 teaching days, plus 11 non-teaching days, for a total of 183 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.

6. This contract may be cancelled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.

7. This contract may be cancelled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: D. L. Casner
Superintendent of Schools

Date: 9-1-01

Say Heges
Employee's Signature
Date: 1-19-06

*Española Public Schools
District No. 55
Española, New Mexico 87532*

*Accredited by North Central Association of Universities,
Colleges and Secondary Schools
AN EQUAL OPPORTUNITY EMPLOYER*

PERSONNEL ACTION FORM
February 25, 2005

Initiator: Lucia Sedillo

@ Site: Human Resources

Verified by:

Signature of Athletic Director (If applicable)

Verified by:

Signature of Director/Principal (If applicable)

The Contractor, Gary Gregor and the Española Public Schools, henceforth referred to as Employer, agree to enter into the following contractual agreement:

Description of Services: Teacher @ Mountain View Elementary

Correction to Contract (Verified 10 yrs. of out of district employment) BA+0, Level II License

Length of Agreement:

Beginning Date: January 10, 2005

Ending Date: May 27, 2005

Fees: No change in salary

Other:

Has the position and contractor been approved by the Superintendent? Yes No

Date the Superintendent took action? 01/05/2005

Time sheets required? Yes No Weekly Bimonthly Monthly

Verified by: Edward Alarid, HR Director

Edward Alarid

Signature of HR Director Verifying PAF

Dan Gregor
Contractor's or Employee's Signature

Social Security Number

Date

3-4-05

Edward Alarid
Superintendent's or Designee's Signature

Date

3-8-05

TERMINATION OF AGREEMENT: This agreement may be terminated by either party pursuant to contract.

CORRECTION(S) TO THE AGREEMENT: *The conditions of the agreement are subject to verification, and in the event of any error or incorrect computation, appropriate adjustments will be subject to applicable federal and state laws and state and local school board regulations as they may exist.*

Payment date(s) for services are as follows:

FOR OFFICIAL USE ONLY

Function and Line item Number Source:

Other:

XC: Human Resources DHR

Date: 2/4/05

Revised 1/5/2004 ls

Received by: N
(Please initial)

ESPAÑOLA PUBLIC SCHOOL DISTRICT
CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2004 - 2005

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) 2004-2005, beginning 01/10/2005, and ending 05/27/2005, as specified by the School District's calendar for the 2004-2005 school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2004-2005, the Employee's salary is \$17,878.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 0 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
	Pro-rated to 93 days	\$17,787.00	100
		\$17,787.00	100


The contract salary for the school year 2004-2005 shall be paid the Employee in 12 installments. The first installment shall be due and payable on: 01/21/2005.

The contract salary for the school year 2004-2005 is based upon a school year of 89 teaching days, plus 4 non-teaching days, for a total of 93 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.

6. This contract may be cancelled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.

7. This contract may be cancelled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

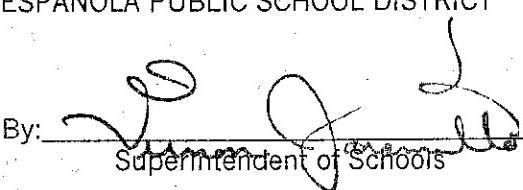
8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

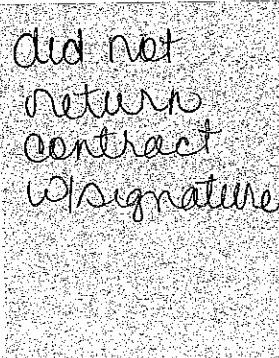
ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: 
Superintendent of Schools

Date: _____

Employee's Signature

Date: _____



Española Public Schools
District No. 55
Española, New Mexico 87532

*Accredited by North Central Association of Universities,
Colleges and Secondary Schools
AN EQUAL OPPORTUNITY EMPLOYER*

PERSONNEL ACTION FORM
February 25, 2005

Initiator: Lucia Sedillo

@ Site: Human Resources

Verified by:

Signature of Athletic Director (If applicable)

Verified by:

Signature of Director/Principal (If applicable)

The Contractor, Gary Gregor and the Española Public Schools, henceforth referred to as Employer, agree to enter into the following contractual agreement:

Description of Services: Teacher @ Mountain View Elementary

Correction to Contract (Verified 10 yrs. of out of district employment) BA+0, Level II License

Length of Agreement:

Beginning Date: January 10, 2005

Ending Date: May 27, 2005

Fees: No change in salary

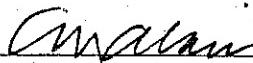
Other:

Has the position and contractor been approved by the Superintendent? Yes No

Date the Superintendent took action? 01/05/2005

Time sheets required? Yes No Weekly Bimonthly Monthly

Verified by: Edward Alarid, HR Director


Signature of HR Director Verifying PAF

Contractor's or Employee's Signature

Social Security Number

Date

Superintendent's or Designee's Signature

Date

TERMINATION OF AGREEMENT: This agreement may be terminated by either party pursuant to contract.

CORRECTION(S) TO THE AGREEMENT: *The conditions of the agreement are subject to verification, and in the event of any error or incorrect computation, appropriate adjustments will be subject to applicable federal and state laws and state and local school board regulations as they may exist.*

Payment date(s) for services are as follows:

FOR OFFICIAL USE ONLY

Function and Line item Number Source:

Other:

XC: Human Resources DHR

Revised 1/5/2004 ls

ESPANOLA PUBLIC SCHOOL DISTRICT
CERTIFIED SCHOOL INSTRUCTOR CONTRACT
2004 - 2005

AUTHORITY: This contract is issued pursuant to section 22-5-14, 22-2-1 and 22-10-11, New Mexico Statutes Annotated, and applicable regulations of the New Mexico State Board of Education.

The Superintendent of the ESPANOLA PUBLIC SCHOOL DISTRICT, Espanola, New Mexico, herein "the School District," and Gary Gregor, Teacher, herein "Employee," agree as follows:

1. The Superintendent employs the Employee for the school year(s) 2004-2005, beginning 01/10/2005, and ending 05/27/2005, as specified by the School District's calendar for the 2004-2005 school year, subject to adjustment for required makeup days.
2. The Employee shall present himself or herself for duty at such times and places as designated by the Superintendent or his/her authorized representative or designee.
3. Employee acknowledges and agrees that, if Employee holds a Substandard License, Employee is required, as part of Employee's obligations hereunder, to present the Superintendent with documentation of Employee's compliance with the requirements of the New Mexico State Board of Education for employment pursuant to such Substandard License.
4. In accordance with the District's approved salary schedule for use during the school year 2004-2005, the Employee's salary is \$17,878.00, less required or authorized deductions, based upon the following factors: Bachelors Degree, plus 0 additional approved semester hours, and 0 year(s) allowable experience. All foregoing factors are subject to verification and, in the event of any error or incorrect computation, appropriate adjustment of this contract of any amounts already paid, will be made after consultation with the Employee. The Superintendent maintains the right to reassign the employee, pursuant to House Bill 212.

Fund Code	Description	Amount	FTE
	Pro-rated to 93 days	\$17,787.00	100
		\$17,787.00	100

The contract salary for the school year 2004-2005 shall be paid the Employee in 12 installments. The first installment shall be due and payable on: 01/21/2005.

The contract salary for the school year 2004-2005 is based upon a school year of 89 teaching days, plus 4 non-teaching days, for a total of 93 working days, subject to the approved budget. For each day's absence from duty not included in sick leave or otherwise compensated for, deductions shall be made in accordance with the rules and regulations of the District.

The Superintendent may, but shall not be required to, increase prospectively the salary for any school year governed by the terms of this contract if additional General Fund revenues are made available to the school district for that school year as a result of unit value increases. Any increase is subject to budgetary approval by the state Department of Public Education.

5. This contract and the parties hereto are and shall continue to be subject to applicable laws of the state of New Mexico and the rules and regulations of the State Board of Education as they may exist.

6. This contract may be cancelled by the Superintendent for just cause, provided, that any such cancellation may be effected only in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education or of the School District.

7. This contract may be cancelled by the Superintendent for cause not personal to the Employee when a reduction in personnel is required as a result of decreased enrollment, or a decrease or revision of educational programs, or insufficient legislative appropriation, or authorization being made by the state or federal government for the performance of this contract, in accordance with New Mexico law and any applicable rules and regulations of the State Board of Education of the School District.

8. Employee agrees that in the event of Employee's resignation, Employee shall provide the Superintendent with at least 30 days written notice of Employee's intent to resign, and, in the event that Employee fails to give such notice, the Superintendent shall be entitled, in his or her discretion, to file a written complaint to the state Board of education requesting the suspension or revocation of Employee's license.

9. The Employee shall furnish the Superintendent the following: (a) proper licensure from the New Mexico State Department of Education for the position Employee will hold hereunder; (b) an official transcript of Employee's education record and training; (c) suitable evidence of date of birth; (d) such health certificates as may be required by law; and (e) any other documents as may be required by law or by the policies of the school District. Failure to furnish any of the foregoing items may result in cancellation of this contract in accordance with New Mexico law and any applicable rules and regulations of the state Board of Education and of the School District.

10. The employee agrees to follow all school board policies and to the fulfillment of the duties contained in the job description, as well as to meet the expectation of improving on student test scores and students' achievement and to comply with required training and any additional duties before and after school, including school breaks and weekends which may be assigned from time to time, as part of the employee's employment with the Espanola Public School District.

Employee agrees that fulfillment of all of the duties and conditions contained, herein, whether done during the regular work day or outside the regular work day are part and parcel of work, which is agreed upon. No additional compensation from Espanola Public Schools is required for the fulfillment of these duties. The Espanola Public School District will only address additional compensation where required to do so as a matter of law or pursuant to State Department of Education regulation or directive.

ESPAÑOLA PUBLIC SCHOOL DISTRICT

By: Simon Jaramillo
Superintendent of Schools

Date: _____

Mary Meier
Employee's Signature

Date: 1-25-05

ESPAÑOLA PUBLIC SCHOOLS
Human Resources Department

START ORDER FORM
[Initial Payroll Setup]

Prepared by: Lucia Sedillo
Date: January 13, 2005

Employee: Gary R. Gregor

Position: Teacher

Intern Certified X Waiver Classified

Employee Start Date: January 10, 2005 Term of Employment: 183 days
Pro-rated 93 days

Job Location: Mountain View Elementary School

Salary amount is subject to verification of qualifications, experience and training per New Mexico Department of Education Licensing and local policy. Salary amount may be adjusted at a later date as per the above.

SALARY AMOUNT: <u>Base</u>	\$ <u>30,741.00</u>
Training: <u>BA+0 semester hours</u>	.00
Experience: <u>0 Years</u>	
Endorsement(s): <u> </u>	Total <u>\$ 30,741.00</u>

Prorated Calculation: \$35,000 ÷ 183 days = \$191.26 x 93 days = \$17,787.18
Level II License Prorated Total \$ 17,878.00

Employee Forms must be on file in the business office prior to start date.

Comments	
<u>W-4</u>	Attached
<u>Retirement</u>	Attached

Insurance Documentation

1. Employee must submit NMPSIA Insurance enrollment application within 30 calendar days of "Employment Date".
2. Employee is hereby informed to contact Harold Martinez, Insurance Specialist to accept or reject such insurance within 30 days of employment date.

Coverage limitations exist or coverage may not be available after the 30-day requirement.

Additional Information: _____

Vacancy filled Geraldine Estrada Program _____
Fund _____

Human Resource Office: Geraldine Estrada

Date 1-13-05

Payroll Office approval: _____

Date _____
ea/hr 12-02

Date: 1/14/05

Received by: L
(Please initial)